

Employee Compensation and Benefits Program

IMPAQ International offers a competitive and comprehensive benefits program to support our employees in their professional development, work/life balance, retirement planning, wellness, and community service. The benefits listed below summarize the package available to qualified full-time and part-time employees.

Compensation

IMPAQ's pay structure is designed to attract and retain top talent:

- Merit-based, annual compensation adjustments
- Annual performance bonuses based on individual contributions and corporate success

Leave Provisions

IMPAQ offers competitive leave benefits including:

- Paid vacation, with the number of days provided based on position and tenure
- 8 paid holidays per year, plus 2 personal days
- Sick leave
- Paid leave for bereavement, military reserve duty, and jury service

Health and Wellness

IMPAQ encourages its employees to maintain a healthy and active lifestyle by providing:

- Subsidized medical, prescription drug, dental, and vision insurance plans
- Short- and long-term disability plans
- Free annual flu vaccine clinic
- Fitness center membership subsidy

Retirement

IMPAQ offers a professionally-managed 401(k) Plan to help employees save for their retirement including:

- 401k self-deferral (before tax and Roth options)
- Safe Harbor employer-match of individual contributions
- Discretionary employer contributions

Flexible Spending Accounts

IMPAQ offers Flexible Spending Account programs which allow employees to set aside pre-tax dollars for eligible expenses:

- Health care spending account
- Dependent care spending account

Professional Development

IMPAQ encourages its employees to pursue their educational and professional goals through job-related graduate or post-graduate degree and professional certification programs including:

- Tuition reimbursement
- Professional association membership dues / certification costs
- Professional conference and workshop participation
- Training programs targeted at specific skill needs

Life and Disability Insurance

IMPAQ offers several company-sponsored insurance plans, as well as voluntary options to purchase supplementary insurance:

- Basic life insurance
- Accidental death and dismemberment plans
- Voluntary supplemental life and dependent life insurance plans
- Voluntary long-term care insurance plans

Employee Services

IMPAQ provides additional work/life benefits to employees including:

- Transit Subsidy (for employees at our Washington, D.C. office)
- Emergency travel assistance and identity theft protection
- Employee Assistance Program (EAP)

Community Service and Charitable Giving

IMPAQ encourages employees to “give back” to their communities by providing:

- Matching charitable gift programs for select company-supported charities
- Support of employee volunteer efforts

IMPAQ’s corporate benefit program is subject to periodic review, administrative procedures, eligibility requirements, and contractual obligations.